



Huntsville, Alabama

305 Fountain Circle
Huntsville, AL 35801

Cover Memo

Meeting Type: City Council Regular Meeting **Meeting Date:** 5/22/2025

File ID: TMP-5530

Department: Water Pollution Control

Subject:

Type of Action: Approval/Action

Resolution authorizing the Mayor to enter into a Special Employee Agreement between the City of Huntsville and Ronald Finley.

Resolution No.

Finance Information:

Account Number: 6000-76-76300-501010-00000000

City Cost Amount: \$39,000

Total Cost: \$39,000

Special Circumstances:

Grant Funded: N/A

Grant Title - CFDA or granting Agency: N/A

Resolution #: N/A

Location: (list below)

Address: N/A

District: District 1 ☐ District 2 ☐ District 3 ☐ District 4 ☐ District 5 ☐

Additional Comments:

RESOLUTION NO. 25 - _____

BE IT RESOLVED by the City Council of the City of Huntsville, Alabama, that the Mayor be, and he is hereby authorized to enter into a Special Employee Agreement by and between the City of Huntsville and Ronald Finley, on behalf of the City of Huntsville, a municipal corporation in the State of Alabama, which said agreement is substantially in words and figures similar to that certain document attached hereto and identified as “Special Employee Agreement Between the City of Huntsville and Ronald Finley.” consisting of two (2) pages, and the date of May 22, 2025, appearing on the margin of the first page, together with the signature of the President or President Pro Tem of the City Council, an executed copy of said document being permanently kept on file in the Office of the City Clerk of the City of Huntsville, Alabama.

ADOPTED this the 22nd day of May, 2025.

President of the City Council of
the City of Huntsville,
Alabama

APPROVED this the 22nd day of May, 2025.

Mayor of the City of Huntsville,
Alabama

SPECIAL EMPLOYEE AGREEMENT COVER SHEET

Instructions:

- All special employee agreements submitted for review must have this Cover Sheet attached.
- Complete the cover sheet in its entirety. Include N/A when appropriate.
- Email the completed cover sheet along with all contractual documents (with attachments) to the Legal and Human Resources Departments.
- Once approved, the requesting department will add to the City Council agenda.

| | | |
|-----------------------------|---|--|
| Date: | 03/07/2025 | Today's Date |
| Requestor's Name: | Kerri Bevilacqua | Your Name |
| Requesting Department: | Water Pollution Control | Division/Department |
| Requesting GL Code: | 6000-76-76300-501010-00000000 | Salary Account Number |
| Individual/Employee Name: | Ronald Finley | Individual/Employee Name from Agreement |
| Termination Effective Date: | Prior Contract Expires 5/31/2025 (RES 24-373) | Effective Date of Termination/Retirement |
| Previous Rate of Pay: | \$39.52 | Rate of Pay at Termination/Retirement |
| Agreement Rate of Pay: | \$ 41.66 | Rate of Pay in Agreement |
| Agreement Effective Date: | 06/01/2025 | Estimated Effective Date of Agreement |
| Renewal/New Agreement: | Renewal | Is this a renewal or new agreement? |

BRIEFLY STATE THE PURPOSE OF THIS AGREEMENT

Contract agreement with retired Water Pollution Control employee for continued services in the Sewer Maintenance division, not to exceed 18 hours per week.

LIST ANY BENEFITS PROVIDED IN THE AGREEMENT

N/A

TOTAL COST (list the one-time and annual recurring cost of the agreement)

- ONE-TIME: ANNUAL: \$ 39,000.00 OTHER:
- IF MULTI-YEAR AGREEMENT - BEGIN DATE: END DATE or ongoing:

ADDITIONAL INFORMATION:

Is this agreement associated with any other contracts or agreements currently in effect with the City of Huntsville. If YES, provide date, vendor for original contract.



Yes



No

Original Contract Date: 05/23/2024

Vendor Name: Ronald Finley

Approved as to Form

Approval: _____ Date: _____

****PLEASE NOTE – Information contained on this document may be subject to change upon approval.**

SPECIAL EMPLOYEE AGREEMENT
BETWEEN THE CITY OF
HUNTSVILLE
AND RONALD FINLEY

STATE OF ALABAMA)
COUNTY OF MADISON)

SPECIAL EMPLOYEE AGREEMENT BETWEEN
THE CITY OF HUNTSVILLE AND RONALD FINLEY

THIS AGREEMENT is made and entered into on the 22nd day of May, 2025, by and between Ronald Finley, an individual, ("Finley") and the City of Huntsville, Alabama, a municipal corporation in the State of Alabama ("City"),

WITNESSETH:

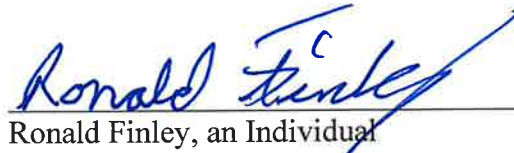
In consideration of the mutual promises and covenants herein contained, the parties do hereby agree as follows, to wit:

1. Finley shall be employed by the City of Huntsville as Sewer Maintenance employee and shall be classified as a "Special" employee under the City's Personnel Policies and Procedures Manual.
2. The term of this contract shall be for a period of one year commencing on June 1, 2025.
3. This contract may be terminated by either party upon thirty (30) days written notice being provided to the other party.
4. Except as specified herein, Finley shall be subject to all Policies applicable to part-time employees of the City of Huntsville.
5. During the term of this contract, Finley shall perform the duties and responsibilities of Sewer Maintenance special employee and shall be under the direct supervision of the Director of Water Pollution Control. Duties of the position of Sewer Maintenance special employee shall include leading and overseeing the work of other employees in demolitions, construction, maintenance, landscape, and solid waste collection. Finley shall also be responsible for automotive maintenance and shall operate a variety of heavy equipment used in construction maintenance, waste collection, and repair.

President of the City Council of the City of
Huntsville, AL
Date: May 22, 2025

6. Finley acknowledges that confidential information may be made available to him in connection with his work pursuant to this agreement. Finley agrees not to disclose the confidential information to any third party at any time following execution of this agreement. This clause shall survive the termination of this Agreement.
7. In consideration of the services rendered hereunder, the City shall pay Finley at the rate of \$41.66 per hour not to exceed 18 hours per week with the total sum Not to Exceed THIRTY NINE THOUSAND AND NO/100 DOLLARS (\$39,000) per year which shall be paid bi-weekly in accordance with the City's regular payroll processing system. During the term of this agreement, Finley shall not receive any cost of living adjustment approved by the City Council for all other employees of the City. In addition, Finley shall not receive any benefits available to any employee of the City except those benefits he receives as a result of being retired from regular employment with the City. Finley shall have no authorization to incur any debt or obligation on behalf of the City.
8. This agreement constitutes the entire agreement between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the day and year first above written.



Ronald Finley, an Individual

CITY OF HUNTSVILLE, ALABAMA
a municipal corporation

BY: _____
Tommy Battle
ITS: Mayor

ATTEST:

BY: _____
Shaundrika Edwards
ITS: City Clerk